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ABSTRACT

This report presents the results from the fall 1983 salary survey of the Illinois public community colleges. Data are provided on faculty and administrative salaries for fiscal year (FY) 1984; FY 1984 base salaries for full-time faculty on 9- and 12-month contracts; faculty overload and summer rates; average part-time faculty salary rates per course credit hour; salaries for full-time faculty with master's degrees; institutional policies related to faculty salaries and faculty contracts; 1984 contractual base salaries for other professional staff on 9- and 12-month contracts; base salaries for administrative staff; salaries paid to selected administrators; FY 1984 monthly classified staff salaries; low, high, and average monthly salaries for specified classified staff; a comparison of monthly salaries of classified personnel; fringe benefits for full-time employees; and FY 1984 mean percentage salary increases for faculty, professional, administrative, and classified staff. Highlighted survey findings include the following: (1) the average salary for faculty with 9-month contracts was $27,182 and for those on 12-month contracts was $24,407; (2) part-time faculty salary rates averaged $269 per course during the fall 1983 term; (3) the average administrator salary for FY 1984 was $33,173; and (4) the statewide average cost of fringe benefits for full-time faculty was $3,038. (HB)

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Illinois Community College Board

FALL 1983 SALARY SURVEY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

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PREFACE

The Illinois Community College Board (ICCB) staff has conducted the Fall Salary Survey for the past twelve years. Colleges report data on faculty, administrative and classified staff salaries, and personnel policies. The annual report summarizes this information, which is used by the colleges in determining staff salaries and for purposes of comparison. The ICCB staff and other state agencies use the report to monitor and analyze trends in community college salaries and personnel policies.

Every attempt was made to ensure that the data presented are comparable for each college. However, due to the great diversity among the community colleges in both administrative structures and salary policies, caution is advised in making comparisons on the basis of any one salary figure. Several types of salaries are shown in the report, and an analysis of all of these is essential when making comparisons. For example, if one wanted to compare faculty salaries at a relatively new college with those at an established college, the salary schedule salaries would be the most appropriate for purposes of comparison. We hope the information in this report will serve the needs of each of you.

The ICCB staff appreciates the cooperation of personnel in the community colleges in completing the salary survey accurately.

HIGHLIGHTS OF THE FALL 1983 SALARY SURVEY REPORT

1. The weighted average Fiscal Year 1984 contractual base salary for faculty with 9-month contracts was $27,182. The weighted average for faculty with 12-month contracts was $24,407. The contractual salary is the base salary actually paid by the community colleges to full-time faculty (see Pages 3 through 5).

2. The state average 12-month fiscal year (W-2 type) faculty salary for Fiscal Year 1983 was $29,220. This salary was $3,185 higher than the average Fiscal Year 1983 contractual base salary (see Pages 6 and 7). This fiscal year salary includes salary for overloads, extra assignments, and summer teaching.

3. Part-time faculty salary rates ranged from $167 to $350 per course semester hour and averaged $269 during the Fall 1983 term. The average overload rate for full-time faculty per course semester hour during the academic year was $371 (see Pages 8 and 9).

4. The state average academic year (usually 9 months) salary schedule salaries paid to full-time teaching faculty with a master's degree in the public community colleges were as follows (see Pages 10 and 11):

   a. master's degree, no additional graduate course work, and no experience (beginning level base salary). $15,460

   b. master's degree, maximum additional graduate course work, and five years's experience. $21,972

   c. master's degree, maximum hours (highest salary). . . . $31,668

5. The average Fiscal Year 1984 contractual base salary paid to "other professional" staff with 9-month contracts was $27,533; the average for 12-month contract "other professional" staff was $20,280 (see Pages 14 through 16). "Other professional" staff include counselors, librarians, and other instructional support staff such as curriculum coordinators.

6. The average administrative staff contractual salary for Fiscal Year 1984 was $33,173 and ranged from a low of $15,515 to a high of $75,000 (see Pages 17 through 25).

7. The cost of fringe benefits in Fiscal Year 1983 for full-time faculty ranged from $181 to $7,468 per person. The state average cost of fringe benefits for a full-time faculty member was $3,038 (see Pages 29 through 31).

8. The average salary increases for continuing community college personnel from Fiscal Year 1983 to Fiscal Year 1984 were (Pages 32 and 33):

	Weighted Average Percent Increase for Continuing Staff
Administrative	5.2%
Other Professional	6.5%
Faculty	6.1%
Classified	7.0%

INTRODUCTION

The Fall 1983 Salary Survey for the Illinois Public Community Colleges was essentially the same as the survey conducted during the fall term of 1982. The survey requests faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, overload faculty salary rates, total fiscal year (W-2 type) faculty salaries, administrative salaries, other professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, and salaries of key administrators.

Table 1 on Page 2 shows a summary of selected faculty and administrative salaries in Illinois public community colleges for Fiscal Year 1984. The range of salaries and the state average salary are shown in this table. The contractual salaries (9-month and 12-month) represent those which the colleges actually contract with the faculty. The salary schedule salaries are ones which are shown on the colleges' salary schedules. The state weighted average Fiscal Year 1984 contractual base salary for full-time faculty with 9-month contracts was $27,182; for 12-month full-time faculty the average Fiscal Year 1984 contractual salary was $24,407.

The average salary schedule salary for full-time teaching faculty with a master's degree and no experience increased by 3.5 percent to $15,460, while the average salary for a teacher with a master's degree and maximum hours increased by 6.4 percent to $31,668.

The administrative salaries shown are for an entire year (12 months) and represent the average of all the salaries reported by all public community colleges in Illinois. Not all colleges have all administrators and not all administrators are at the same administrative level; therefore, caution should be used in comparing administrative salaries.

The average part-time faculty salary rate per course credit hour increased to $269. This represents a four dollar increase (1.5 percent). Part-time salary rates are determined in a variety of ways at each community college. For example, some colleges pay a flat dollar amount per course, while other colleges pay a rate per course credit hour or per class contact hour. In this survey, all of these various methods of payment were converted to an average rate per semester credit hour to obtain comparable data.

The Fiscal Year 1983 (W-2 type) state average full-time faculty salary was $29,220. This is 12.2 percent higher than the average Fiscal Year 1983 contractual base salary. These total annual faculty salaries include the base salary plus extra pay for additional courses above a full-time load (overloads) and for a summer session as well as any additional payment for special assignments, such as serving as department chairperson. This salary is similar to the salary reported on the Internal Revenue Service W-2 Form except that it is for a fiscal year instead of a calendar year.

Oakton Community College had not settled a contract for Fiscal Year 1984; therefore, salary data for this college are not included in this report.

Table 1

SUMMARY OF FISCAL YEAR 1984 FACULTY AND ADMINISTRATIVE SALARY DATA
IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range		State
	Low	High	Average
Faculty Salaries			
Actual Contractual Base Salaries			
Full-time Teaching Faculty (9 mos.)	$12,000	$40,739	$27,182
Full-time Teaching Faculty (12 mos.)	$13,800	$47,633	$24,407
Salary Schedule Salaries for Full-time Faculty			
Lowest Salary - Master's Degree, No Experience	$12,000	$20,156	$15,460
Highest Salary - Master's Degree, Maximum Hours	$20,925	$40,739	$31,668
Total Fiscal Year 1983 (W-2 Type)			
Average Full-time Faculty Salaries	$12,210	$70,049	$29,220
Part-time Faculty Salary Rates Per Course Semester Credit Hour	$ 167	$ 350	$ 269
Administrative Salaries (12 Months)			
Executive of the District	$45,927	$75,000	$56,294
Campus Administrator	$40,791	$54,991	$47,217
Finance Officer	$30,000	$55,500	$42,900
Academic Officer	$28,000	$57,500	$41,987
Bacc. (Arts & Sci.)/Univ. Parallel Officer	$31,600	$43,927	$38,119
Occ./Career Educ. Officer	$29,200	$48,126	$37,871
Student Services Officer	$29,811	$54,406	$37,654
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	$22,240	$49,000	$34,395
Director of Data Processing	$18,400	$42,500	$33,749
Director of Research & Planning	$19,731	$45,250	$33,518
Admissions and Records Officer	$18,408	$42,079	$29,377
Director of Counseling	$17,395	$42,299	$32,078
Director of Financial Aid	$15,940	$34,487	$27,796
Director of Job Placement	$22,920	$37,238	$29,266
Director of Student Activities	$13,000	$44,959	$27,516
Director of Library/LRC	$19,884	$46,483	$30,517
Development Grants Officer	$23,500	$49,500	$34,576
Public Relations Officer	$14,000	$40,635	$27,239
Director of Personnel	$24,706	$50,000	$34,235

FISCAL YEAR 1984 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 2 below shows a state summary of the ranges of salaries for full-time faculty on 9-month contracts for Fiscal Year 1984.

Table 3 on Page 4 shows the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 4 on Page 5 gives the same information for full-time faculty with 12-month contracts.

The lowest salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 8 and 9 of this report. The low salaries for 9-month faculty contracts ranged from $12,000 to $21,170.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the arithmetic weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary (an equal number of salaries equal to or lower and equal to or higher) at each college. The median salary is the most appropriate measure of central tendencies for salary data within a given college, since it is not affected by extreme high or low salaries; however, it is not meaningful when reporting statewide composite median salary data.

Table 2

SUMMARY OF FISCAL YEAR 1984 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range		
	Low	-	High
Low Faculty Salaries	$12,000	-	$21,170
Average Faculty Salaries	$18,266	-	$31,305
High Faculty Salaries	$24,600	-	$40,739
Median Faculty Salaries	$19,200	-	$32,984

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Table 3

FISCAL YEAR 1984 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Number of Staff	Range of FY 1984 Salaries			Median FY 1984 Salary
			Lowest	Average	Highest	
501	Kaskaskia	54	$15580	$22377	$28700	$22150
502	DuPage	207	17050	31305	39913	32984
503	Black Hawk	147	15920	24337	33417	24208
504	Triton	213	16917	28089	39309	29666
505	Parkland	163	14100	26233	34873	26375
506	Sauk Valley	52	15753	23136	31167	24092
507	Danville	59	14880	23549	31483	25464
508	Chicago	1215	13550	29500	40739	30564
509	Elgin	92	15150	25972	35998	25214
510	Thornton	130	16915	27987	34431	29583
511	Rock Valley	130	15458	24793	31410	25247
512	Harper	179	17414	31132	40000	32319
513	Illinois Valley	81	18075	26160	31191	24633
514	Illinois Central	195	15955	26396	35856	26998
515	Prairie State	41	16577	26494	35505	25247
516	Waubonsee	70	16061	27122	34514	26799
517	Lake Land	95	14554	22397	29329	21385
518	Carl Sandburg	53	12720	22669	29190	22967
519	Highland	43	14409	23884	29063	24856
520	Kankakee	51	15000	21444	32424	21108
521	Rend Lake	35	18395	24906	30395	24420
522	Belleville	99	21170	30681	38925	30703
523	Kishwaukee	48	16636	22305	29784	22176
524	Moraine Valley	167	17107	25518	35159	25889
525	Joliet	156	15130	28721	36436	29462
526	Lincoln Land	132	15874	27041	34409	27869
527	Morton	61	19600	27681	33600	28610
528	McHenry	52	14424	29175	34804	23537
529	Illinois Eastern	119	14600	21234	30900	22750
530	Logan	56	20435	27785	34570	27723
531	Shawnee	20	14000	21541	29000	22637
532	Lake County	145	19555	29003	36305	31065
533	Southeastern	30	14500	21425	25550	20850
534	Spoon River	37	14976	24623	30320	26282
535	Oakton	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.
536	Lewis & Clark	85	16669	23311	29574	23057
537	Richland	50	15714	23386	28873	23280
539	John Wood	0	0	0	0	0
601	State Comm. Coll.	45	12000	18266	24600	19200
District Total/Averages		4607	$16022	$27182	$33019	$25713

D.N.A. = Data Not Available

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Table 4

FISCAL YEAR 1984 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Number of Staff	Range of FY 1984 Salaries Lowest	Average	Highest	Median FY 1984 Salary
501	Kaskaskia	8	$22025	$24038	$26625	$24325
502	DuPage	0	0	0	0	0
503	Black Hawk	12	19383	26099	39164	27032
504	Triton	0	0	0	0	0
505	Parkland	0	0	0	0	0
506	Sauk Valley	6	17758	25320	29930	25735
507	Danville	0	0	0	0	0
508	Chicago	69	17303	21296	27202	22744
509	Elgin	0	0	0	0	0
510	Thornton	0	0	0	0	0
511	Rock Valley	0	0	0	0	0
512	Harper	2	32036	32492	32948	32456
513	Illinois Valley	3	22002	24037	27129	24565
514	Illinois Central	0	0	0	0	0
515	Prairie State	55	17172	26363	35505	27859
516	Waubonsee	0	0	0	0	0
517	Lake Land	0	0	0	0	0
518	Carl Sandburg	0	0	0	0	0
519	Highland	0	0	0	0	0
520	Kankakee	0	0	0	0	0
521	Rend Lake	25	23859	30362	33688	31122
522	Belleville	16	25163	33721	47633	33017
523	Kishwaukee	18	18900	25669	35354	23672
524	Moraine Valley	1	32806	32806	32806	32806
525	Joliet	0	0	0	0	0
526	Lincoln Land	0	0	0	0	0
527	Morton	0	0	0	0	0
528	McHenry	0	0	0	0	0
529	Illinois Eastern	8	21450	23856	26339	24000
530	Logan	0	0	0	0	0
531	Shawnee	9	17000	20524	28312	20000
532	Lake County	0	0	0	0	0
533	Southeastern	29	15600	20246	25500	20050
534	Spoon River	0	0	0	0	0
535	Oakton	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.
536	Lewis & Clark	0	0	0	0	0
537	Richland	0	0	0	0	0
539	John Wood	20	13800	19670	29536	19569
601	State Comm. Coll.	1	19213	19213	19213	19213
District Total/Averages		282	$20967	$24407	$31055	$25510

D.N.A. = Data Not Available

TOTAL FISCAL YEAR 1983 FULL-TIME FACULTY SALARIES (W-2 TYPE) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 5 on Page 7 shows a comparison of the contractual base salaries for Fiscal Year 1983 and the total salaries paid to full-time faculty in Fiscal Year 1983. The total Fiscal Year 1983 salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1982 to June 30, 1983. The comparisons on this table show the average amount of additional salary a full-time faculty member received during Fiscal Year 1983. The average additional dollar amounts range from $165 to $9,212 above the Fiscal Year 1983 average contractual base salary.

The state average total fiscal year salary paid to faculty in Fiscal Year 1983 is $3,185 more than the state average academic year contractual salary for full-time teaching faculty in Fiscal Year 1983. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

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Table 5

A COMPARISON OF FISCAL YEAR 1983 CONTRACTUAL BASE SALARIES AND TOTAL FISCAL YEAR (W-2 TYPE) SALARIES OF FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	FY 1983 Full-time Faculty Contractual Base Salaries	FY 1983 Total Full-time Faculty Salaries	Dollar Difference	Percent Difference
501	Kaskaskia	$21068	$23757	$2689	12.8%
502	DuPage	29706	35627	5921	19.9
503	Black Hawk	25185	26948	1763	7.0
504	Triton	26818	32110	5292	19.7
505	Parkland	24059	27064	3005	12.5
506	Sauk Valley	22720	26151	3431	15.1
507	Danville	23620	25630	2010	8.5
508	Chicago	27544	28592	1048	3.8
509	Elgin	25213	29431	4218	16.7
510	Thornton	27883	34467	6584	23.6
511	Rock Valley	23694	28115	4421	18.7
512	Harper	29338	34735	5397	18.4
513	Illinois Valley	24445	26902	2457	10.1
514	Illinois Central	26459	31433	4974	18.8
515	Prairie State	25378	26262	884	3.5
516	Waubonsee	26060	28858	2798	10.7
517	Lake Land	22156	28680	6524	29.5
518	Carl Sandburg	21384	24333	2949	13.8
519	Highland	23611	25930	2319	9.8
520	Kankakee	20124	23236	3112	15.5
521	Rend Lake	23179	26852	3673	15.9
522	Belleville	30509	39721	9212	30.2
523	Kishwaukee	21067	23795	2728	13.0
524	Moraine Valley	23852	30950	7098	29.8
525	Joliet	28520	34090	5570	19.5
526	Lincoln Land	26272	28572	2300	8.8
527	Morton	26839	28350	1511	5.6
528	McHenry	22922	26372	3450	15.1
529	Illinois Eastern	20623	24970	4347	21.1
530	Logan	25865	30408	4543	17.6
531	Shawnee	20989	21729	740	3.5
532	Lake County	28242	32250	4008	14.2
533	Southeastern	20544	20709	165	0.8
534	Spoon River	24263	27163	2900	12.0
535	Oakton	D.N.A.	D.N.A.	D.N.A.	D.N.A.
536	Lewis & Clark	21530	23624	2094	9.7
537	Richland	21462	26450	4988	23.2
539	John Wood	*	*	0	0.0
601	State Comm. Coll.	18533	20416	1883	10.2
District Averages		$26035	$29220	$3185	12.2%

D.N.A. = Data Not Available

*All faculty are on 12-month contracts/40 hours per week.

FISCAL YEAR 1984 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 6 below shows a summary of the part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during Fiscal Year 1984.

Table 7 on Page 9 shows the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column shows the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. For example, some colleges pay a flat rate per course or a flat rate per term, while other colleges base their rates on contact hours or credit hours; still others pay an hourly rate. In addition, many of the colleges' overload rates for full-time faculty are based on a percentage of that faculty member's actual salary. These various methods of payment were converted to the average rate per semester credit hour so that comparable data could be obtained for each college. It must be realized, however, that much of the data reported had to be averaged and conversions were made for typical cases at each college.

Table 6

STATE SUMMARY OF FISCAL YEAR 1984 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	Lowest	Mean	Highest
Part-time Faculty Rates	$167	$269	$350
Overload Rates (Full-time)	$180	$371	$821
Summer Term Rates (Full-time)	$180	$438	$853

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Table 7

FISCAL YEAR 1984 AVERAGE PART-TIME FACULTY SALARY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
			Overload Rate for Academic Year	Rate for Summer Term
501	Kaskaskia	$292	$292	$325
502	DuPage	D.N.A.	268	783
503	Black Hawk	265	275	275
504	Triton	280	390	548
505	Parkland	485	485	481
506	Sauk Valley	225	225	350
507	Danville	260	260	260
508	Chicago	233	*	*
509	Elgin	268	N.A.	N.A.
510	Thornton	295	621	675
511	Rock Valley	250	433	599
512	Harper	350	365	N.A.
513	Illinois Valley	300	300	400
514	Illinois Central	272	400	761
515	Prairie State	272	272**	272**
516	Waubonsee	265	400	350
517	Lake Land	170	180	180
518	Carl Sandburg	258	258	390
519	Highland	203	288	325
520	Kankakee	260	285	487
521	Rend Lake	224	250	250
522	Belleville	247	600	853
523	Kishwaukee	236	682	500
524	Moraine Valley	271	649	649
525	Joliet	248	334	342
526	Lincoln Land	302	302	302
527	Morton	284	284	284
528	McHenry	265	265	*
529	Illinois Eastern	226	N.A.	N.A.
530	Logan	307	390	511
531	Shawnee	167	564	N.A.
532	Lake County	300	330	330
533	Southeastern	250	300	300
534	Spoon River	280	821	821
535	Oakton	D.N.A.	D.N.A.	D.N.A.
536	Lewis & Clark	225	260	260
537	Richland	333	333	482
539	John Wood	240	240	240
601	State Comm. Coll.	340	368	N.A.
District Averages		$269	$371	$438

*Prorated from actual salaries
**Plus stipend based on number of hours
D.N.A. = Data Not Available
N.A. = Not Applicable

SALARIES BASED ON FISCAL YEAR 1984 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A state summary of the range of salary schedule salaries for faculty with a master's degree at those community college districts which have salary schedules, as well as the state average salaries, are shown in Table 8 below.

Table 9 on Page 11 shows the Fiscal Year 1984 salary schedule salaries at each community college in Illinois. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid.

Table 8

SUMMARY OF FISCAL YEAR 1984 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE IN ILLINOIS PUBLIC COMMUNITY COLLEGES

SALARY SCHEDULE CATEGORIES	District Range Low - High	State Average
Master's Degree, Plus Zero Hours (No Experience)	$12,000 - $20,156	$15,460
Master's Degree, Plus Zero Hours (5 Years Experience)	$13,995 - $22,581	$18,474
Master's Degree, Maximum Hours (5 Years Experience)	$15,885 - $30,500	$21,972
Master's Degree, Maximum Hours (Highest Salary)	$20,925 - $40,739	$31,668

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Table 9

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTER'S DEGREES AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1984

Dist. No.	District Name	Zero Hours, No Experience	Zero Hours, 5 Years' Experience	Maximum Hours, 5 Years' Experience	Maximum Hours, Highest Salary
501	Kaskaskia	$15850	$18100	$21250	$28700
502	DuPage	15500	21700	25606	35483
503	Black Hawk	15666	17821	23065	33417
504	Triton	16345	19614	23537	36286
505	Parkland	15000	18600	20800	35250
506	Sauk Valley	13981	16196	24287	31855
507	Danv.lle	13[illegible]94	N.A.	N.A.	N.A.
508	Chicago	13550	17095	18811	40739
509	Elgin	15150	18180	22725	31815
510	Thornton	16895	20369	23358	33560
511	Rock Valley	14732	17633	20534	29960
512	Harper	16300	21708	30500	40000
513	Illinois Valley	18531	20098	23778	30408
514	Illinois Central	15955	N.A.	N.A.	N.A.
515	Prairie State	15975	18966	23317	35505
516	Waubonsee	14935	18295	22136	32705
517	Lake Land	13700	16200	16800	31500
518	Carl Sandburg	13958	17708	19652	29432
519	Highland	14409	17478	21469	28804
520	Kankakee	N.A.	N.A.	N.A.	N.A.
521	Rend Lake	17000	19325	22510	29020
522	Belleville	19863	21581	25028	33113
523	Kishwaukee	15294	17[illegible]4	21384	29784
524	Moraine Valley	14885	18569	27548	39917
525	Joliet	16122	19972	23452	35444
526	Lincoln Land	15240	18408	21133	32164
527	Morton	17200	20830	22920	32190
528	McHenry	N.A.	N.A.	N.A.	N.A.
529	Illinois Eastern	15150	17150	19175	25475
530	Logan	20156	22276	26265	33049
531	Shawnee	12375	13995	15885	20925
532	Lake County	17569	18447	21355	34576
533	Southeastern	14350	16550	19000	24600
534	Spoon River	14168	17398	20269	29512
535	Oakton	D.N.A.	D.N.A.	D.N.A.	D.N.A.
536	Lewis & Clark	15054	17569	18535	25767
537	Richland	14550	17960	21598	28873
539	John Wood	N.A.	N.A.	N.A.	N.A.
601	State Comm. Coll.	12000	15000	17400	25200
District Averages		$15460	$18474	$21972	$31668

N.A. = Not Applicable
D.N.A. = Data Not Available

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 below summarizes the institutional policies at each public community college district in Illinois which are related to faculty salaries and faculty contracts. These policies often have a considerable impact on the salaries presented elsewhere in this report. For example, the average weekly class contact hour per full-time instructional faculty has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Table 11 on Page 13 shows these policies for each college. Of the 39 community college districts in Illinois, twelve have professional rank, although not all of these use rank as a criteria for salary determinations. Twenty-two public community college districts in Illinois have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 10

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1983

	Range Low - High	State Average
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	25 - 35	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	12.5 - 22	16
Average Weekly Office Hours	2 - 18	7
Average Weekly Academic Advisory Hours	0 - 10	5
Length of Full-time Faculty Academic Year Contract in Months	8 - 12	9.1

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Table 11

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1984

Dist. No.	District Name	Ave. Yearly Semester Credit Hours Taught	Ave. Weekly Class Contact Hrs. Teaching	Average Weekly Office Hours	Ave. Weekly Academic Advising Hours	Professional Rank	Length of Academic Year	Has Master Contract	Multiple Year Contract	Number of Years in Contract	Full-time Faculty Salary Schedule	Has Collective Bargaining	Recognized College Negotiating Body
501	Kaskaskia	30	18	10	2	No	9 Mos.	No	---	---	Yes	No	
502	DuPage	30	15	5	5	No	9 Mos.	No	---	---	Yes	No	
503	Black Hawk	30	15	2	0	Yes	9 Mos.	No	---	---	Yes	No	
504	Triton	30	15	10	0	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	Faculty Association
505	Parkland	26	16	5	0	No	9 Mos.	Yes	Yes	3	Yes	Yes	Parkland Coll. Assn.
506	Sauk Valley	32	16	5	0	Yes	9 Mos.	Yes	No	1	Yes	Yes	Faculty Association
507	Danville	30	20	5.5	10	No	9 Mos.	No	---	---	No	No	
508	Chicago	25	12.5	2	2	Yes	9 Mos.	No	---	---	Yes	Yes	Cook Co. Teach. Union
509	Elgin	32	17	5	3	No	9 Mos.	No	---	---	Yes	No	
510	Thornton	30	15	10	0	No	9 Mos.	Yes	No	1	Yes	Yes	Teacher Faculty Assoc.
511	Rock Valley	26*	15	10	0	Yes	9 Mos.	No	---	---	Yes	No	
512	Harper	30	15	10	0	Yes	9.75 Mos.	Yes	Yes	2	Yes	Yes	Faculty Senate
513	Illinois Valley	30	15	10	0	No	9 Mos.	Yes	Yes	2	Yes	Yes	Amer. Fed. of Teach.
514	Illinois Central	29	16	5	0	Yes	9 Mos.	Yes	No	1	Yes	Yes	Faculty Forum
515	Prairie State	32	16	5	0	Yes	8 Mos.	Yes	Yes	2	Yes	Yes	Amer. Fed. of Teach.
516	Waubonsee	30	16.5	5	0	No	9 Mos.	Yes	Yes	2	Yes	Yes	Amer. Fed. of Teach.
517	Lake Land	32	16	9	5	No	9 Mos.	Yes	No	1	Yes	Yes	Local Association
518	Carl Sandburg	32	16	5	4	No	9 Mos.	Yes	No	1	Yes	Yes	Ill. Education Assoc.
519	Highland	29	17.5	5	5	No	9 Mos.	Yes	Yes	2	Yes	Yes	Faculty Senate
520	Kankakee	32	19	10	1	No	9 Mos.	No	---	---	No	No	
521	Rend Lake	31	18.5	5	0	No	9 Mos.	No	---	---	Yes	No	
522	Belleville	30	15	10	0	No	9 Mos.	Yes	No	1	Yes	Yes	AAUP/AFT
523	Kishwaukee	32	18	5	5	No	9 Mos.	Yes	No	1	Yes	Yes	Faculty Senate
524	Moraine Valley	30	D.N.A.	4	0	Yes	10 Mos.	Yes	Yes	3	Yes	Yes	Cook Co. Teach. Union
525	Joliet	30	17.5	5	2	No	9 Mos.	Yes	Yes	2	Yes	Yes	Amer. Fed. of Teach.
526	Lincoln Land	30	15	5	0	No	9 Mos.	No	---	---	Yes	No	
527	Morton	30	15	5	0	No	8.5 Mos.	Yes	No	1	Yes	Yes	Amer. Fed. of Teach.
528	McHenry	30	15	5	0	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	Faculty Association
529	Illinois Eastern	32	22	4	4	No	9 Mos.	No	---	---	Yes	No	
530	Logan	30	15	10	1	No	9.75 Mos.	Yes	Yes	3	Yes	Yes	I.A.H.E. Association
531	Shawnee	35	18.7	18	0	No	9 Mos.	No	No	---	Yes	No	
532	Lake County	30	15	10	6	No	8.65 Mos.	Yes	Yes	2	Yes	Yes	Federation of Teach.
533	Southeastern	30	15	15	***	No	9 Mos.	No	No	---	Yes	No	
534	Spoon River	30	18	10	0	No	9 Mos.	Yes	No	1	Yes	No	
535	Oakton	**	**	**	**	**	**	**	**	**	**	**	**
536	Lewis & Clark	30	16	10	0	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	Faculty Association
537	Richland	30	15	5	0	Yes	9 Mos.	No	No	---	Yes	No	
539	John Wood	****	****	****	****	No	12 Mos.	No	No	---	No	No	
601	State Comm. Coll.	30	20	10	10	No	9 Mos.	No	No	---	Yes	Yes	Ill. Fed. of Teachers
District Averages		30	16	7	5		9.1 Mos.						

*Computed, contract for 15 contact hours per week.
**Still negotiating.
***Included in office hours.
****All full-time faculty are employed on a 12-month basis with a standard 40-hour work week.

D.N.A. = Data Not Available

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FISCAL YEAR 1984 CONTRACTUAL BASE SALARIES FOR OTHER PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 12 below shows a summary of the range of salaries for other professional staff in Illinois public community colleges.

Tables 13 and 14 on Pages 15 and 16 show the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other professionals (9-month and 12-month) at each community college in Illinois. Other professional staff include counselors, librarians, and instructional support staff such as curriculum coordinators. Even though some colleges may classify some of these types of personnel as non-teaching faculty, they were asked to report them in this category. Thus, this classification includes professional staff members who are not teaching faculty, not administrators, and not civil service or classified staff.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time "other professionals" at each of the community colleges. The average salaries represent the arithmetic average of all full-time "other professional" salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of "other professional" staff with 9-month contracts was $27,533. For other professional staff with 12-month contracts, the weighted state average salary was $20,280.

Table 12

SUMMARY OF 1983-84 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range of Salaries	
	Lowest	Highest
Lowest Salaries (9 month)	$10,303	$24,500
Lowest Salaries (12 month)	$ 8,709	$30,915
Average Salaries (9 month)	$10,617	$31,968
Average Salaries (12 month)	$14,315	$39,092
Median Salaries (9 month)	$10,617	$33,108
Median Salaries (12 month)	$12,806	$41,654
Highest Salaries (9 month)	$10,617	$40,739
Highest Salaries (12 month)	$18,296	$45,524

Illinois Community College Board

Table 13

FISCAL YEAR 1984 CONTRACTUAL BASE SALARIES FOR
OTHER PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

Dist. No.	District Name	Number of Staff	Range of Current FY 1984 Salary Lowest	Average	Highest	Median FY 1984 Salary
501	Kaskaskia	5	$18100	$22994	$28000	$23950
502	DuPage	23	20150	30311	37588	31825
503	Black Hawk	4	19951	26294	32883	23440
504	Triton	13	18797	28208	39309	32363
505	Parkland	12	11118	15404	19434	14988
506	Sauk Valley	2	19554	22308	25062	22308
507	Danville	3	16779	20143	25464	18187
508	Chicago	86	16572	31968	40739	33108
509	Elgin	9	19998	24679	31840	24990
510	Thornton	12	19692	26280	33560	24000
511	Rock Valley	10	22709	29857	32810	29235
512	Harper	22	18328	28776	40000	29775
513	Illinois Valley	5	19707	28267	30408	25057
514	Illinois Central	0	0	0	0	0
515	Prairie State	1	21840	21840	21840	21840
516	Waubonsee	2	23490	28598	33705	28598
517	Lake Land	13	12000	21530	27856	24235
518	Carl Sandburg	2	19968	20011	20054	0
519	Highland	0	0	0	0	0
520	Kankakee	0	0	0	0	0
521	Rend Lake	4	10303	21605	26706	19706
522	Belleville	3	24113	27927	30202	29466
523	Kishwaukee	3	13900	15401	18354	13950
524	Moraine Valley	1	10617	10617	10617	10617
525	Joliet	13	11033	24869	35444	28527
526	Lincoln Land	11	21105	27805	31664	28386
527	Morton	4	24500	29737	32390	31001
528	McHenry	0	0	0	0	0
529	Illinois Eastern	0	0	0	0	0
530	Logan	0	0	0	0	0
531	Shawnee	0	0	0	0	0
532	Lake County	15	17569	30552	36305	32930
533	Southeastern	1	12276	12276	12276	12276
534	Spoon River	7	11521	17551	27897	15300
535	Oakton	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.
536	Lewis & Clark	4	18125	23145	26146	23511
537	Richland	5	23717	25728	28045	25317
539	John Wood	0	0	0	0	0
601	State Comm. Coll.	0	0	0	0	0
District Total/Averages		295	$17846	$27533	$28848	$24246

D.N.A. = Data Not Available

Illinois Community College Board

Table 14

FISCAL YEAR 1984 CONTRACTUAL BASE SALARIES FOR
OTHER PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

Dist. No.	District Name	Number of Staff	Range of Current FY 1984 Salary Lowest	Average	Highest	Median FY 1984 Salary
501	Kaskaskia	0	$ 0	$ 0	$ 0	$ 0
502	DuPage	25	30915	39092	45524	41654
503	Black Hawk	29	13750	18527	36130	20636
504	Triton	0	0	0	0	0
505	Parkland	28	13113	23351	37960	23593
506	Sauk Valley	4	19435	22310	29340	20233
507	Danville	1	21500	21500	21500	21500
508	Chicago	381	8709	18254	28977	19009
509	Elgin	0	0	0	0	0
510	Thornton	0	0	0	0	0
511	Rock Valley	4	22104	24359	28561	23386
512	Harper	0	0	0	0	0
513	Illinois Valley	10	17600	28150	34250	25925
514	Illinois Central	43	16290	23454	32940	22695
515	Prairie State	5	25191	29173	34184	27617
516	Waubonsee	3	25598	27989	30636	27734
517	Lake Land	0	0	0	0	0
518	Carl Sandburg	10	11436	21140	31877	22097
519	Highland	15	12000	17450	24000	16700
520	Kankakee	12	11000	14315	32172	12806
521	Rend Lake	8	13748	25162	35838	24148
522	Belleville	6	29282	34852	43419	33863
523	Kishwaukee	5	15900	21960	27000	24000
524	Moraine Valley	52	12308	20170	33256	19750
525	Joliet	5	13293	15501	19777	14622
526	Lincoln Land	1	19570	19570	19570	19570
527	Morton	0	0	0	0	0
528	McHenry	16	16640	21554	27276	21176
529	Illinois Eastern	23	9754	15355	28059	15709
530	Logan	9	22172	28817	35481	27505
531	Shawnee	7	14000	20620	30014	20000
532	Lake County	5	19000	22520	31000	20900
533	Southeastern	6	14850	19966	22150	20446
534	Spoon River	6	13396	15996	18296	16125
535	Oakton	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.
536	Lewis & Clark	8	16320	18437	20400	17700
537	Richland	0	0	0	0	0
539	John Wood	8	10587	16987	18720	18150
601	State Comm. Coll.	6	20533	25158	28401	26030
District Total/Averages		741	$17000	$20280	$29557	$22176

D.N.A. = Data Not Available

FISCAL YEAR 1984 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 15 below shows a state summary of the range of administrative staff contractual salaries for Fiscal Year 1984. The weighted average administrative staff salary ranged from a low of $26,260 to a high of $44,694.

Table 16 on Page 18 shows the number of administrative staff; lowest, average, and highest Fiscal Year 1984 salaries: and the median Fiscal Year 1984 salaries of administrative staff. Administrative staff include both academic and administrative personnel and includes positions similar to those shown in Table 17 on Page 19.

Some colleges may classify some of these administrative positions as faculty or other professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for Fiscal Year 1984 was $33,173. The lowest reported administrative salary was $15,515, and the highest was $75,000.

Table 15

SUMMARY OF FISCAL YEAR 1984 CONTRACTUAL SALARIES PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range	
	Low -	High
Lowest Administrative Salaries	$15,515	$34,754
Highest Administrative Salaries	$45,927	$75,000
Average Administrative Salaries	$26,260	$44,694
Median Administrative Salaries	$26,300	$47,275

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Table 16

FISCAL YEAR 1984 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Number of Staff	Range of Current FY 1984 Salaries			Median FY 1984 Salary
			Lowest	Average	Highest	
501	Kaskaskia	19	$18020	$29884	$45927	$30150
502	DuPage	24	34754	44694	55878	44814
503	Black Hawk	43	17096	32987	54398	34454
504	Triton	38	22149	34702	52080	34725
505	Parkland	22	26640	41513	70333	40657
506	Sauk Valley	16	25064	33707	53192	31540
507	Danville	19	21625	30925	46550	30284
508	Chicago	187	15515	29772	65000	27470
509	Elgin	29	24724	34198	55000	33762
510	Thornton	27	23500	34086	60000	32968
511	Rock Valley	17	24525	34092	56000	34602
512	Harper	30	30100	41820	75000	42430
513	Illinois Valley	12	24350	39477	70200	47275
514	Illinois Central	41	27180	39217	60700	37890
515	Prairie State	18	21600	37748	62215	34324
516	Waubonsee	24	24000	36848	57000	36075
517	Lake Land	10	21850	34337	56000	35100
518	Carl Sandburg	13	19433	31462	51000	33725
519	Highland	13	22200	30677	50000	29000
520	Kankakee	30	16201	28627	61663	28268
521	Rend Lake	14	21824	31567	53033	28262
522	Belleville	33	16240	37340	62515	37424
523	Kishwaukee	11	24000	33673	56000	33400
524	Moraine Valley	42	17750	33479	65000	34097
525	Joliet	33	18000	31113	56000	30300
526	Lincoln Land	22	18540	30810	56000	27913
527	Morton	14	27100	35837	51500	34300
528	McHenry	22	15600	29586	50000	27698
529	Illinois Eastern	46	16673	26260	53000	31022
530	Logan	18	23003	36336	55255	34181
531	Shawnee	6	30000	36387	50290	34240
532	Lake County	36	21800	35594	62500	36500
533	Southeastern	11	15940	28694	47000	26300
534	Spoon River	13	18000	30812	48696	30529
535	Oakton	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.
536	Lewis & Clark	22	23700	32992	52500	31320
537	Richland	17	16700	29506	47008	29842
539	John Wood	11	18408	27287	50000	27000
601	State Comm. Coll.	11	24567	31290	47155	30962
District Total/Averages		1015	$21800	$33173	$55375	$33284

D.N.A. = Data Not Available

SALARIES PAID TO SELECT ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1984

A summary of the Fiscal Year 1984 contractual base salaries paid to select administrators in Illinois public community colleges appears in Table 17 below.

Table 18 on Pages 20 through 25 shows the contractual base salaries paid to select administrators in each of the public community colleges in Illinois during Fiscal Year 1984. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the college district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college campus. Examples of chief campus administrators are the presidents or provosts at multi-campus institutions, and executive vice presidents for internal affairs at single campus colleges. Due to the various administrative organizations which exist at the colleges, a particular position may not exist. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. Another item for consideration when making comparisons between colleges is the number of years an administrator has been in the position.

Table 17

SUMMARY OF FISCAL YEAR 1984 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	Range		State
	Low	High	Average
Executive of the District	$45,927	$75,000	$56,294
Campus Administrator	$40,791	$54,991	$47,217
Finance Officer	$30,000	$55,500	$42,900
Academic Officer	$28,000	$57,500	$41,987
Bacc. (Arts & Sci.)/Univ. Parallel Officer	$31,600	$43,927	$38,119
Occ./Career Educ. Officer	$29,200	$48,126	$37,871
Student Services Officer	$29,811	$54,406	$37,654
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	$22,240	$49,000	$34,395
Director of Data Processing	$18,400	$42,500	$33,749
Director of Research & Planning	$19,731	$45,250	$33,618
Admissions and Records Officer	$18,408	$42,879	$29,377
Director of Counseling	$17,395	$42,299	$32,078
Director of Financial Aid	$15,940	$34,487	$27,796
Director of Job Placement	$22,920	$37,298	$29,266
Director of Student Activities	$13,000	$44,959	$27,516
Director of Library/LRC	$19,884	$46,483	$30,517
Development/Grants Officer	$23,500	$49,500	$34,576
Public Relations Officer	$14,000	$40,635	$27,239
Director of Personnel	$24,706	$50,000	$34,235

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Table 18

SALARIES OF ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1983-84*

Dist. No.	District Name	Executive Officer			Campus Administrator			Finance Officer			Academic Officer		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$45927	7	1	$			$38025	17	2	$39300	4	2
502	DuPage	63545	5	1	54553 (2)	4/8	2	53228	4	2	47547	4	3
503	Black Hawk	54398	7	1	43806 (2)	2/3	2	37134	1	2	35402	5	3
504	Triton	60000	1	1				55500	10	2	52000	1	2
505	Parkland	70333	16	1				51775	8.5	2	53995	16	2
506	Sauk Valley	53192	3	1				43620	18	2	39153	2	2
507	Danville	46550	2	1				40705	4	2	40325	2	2
508	Chicago	65000	.6	1	48476 (8)	2/4	2	41000	3	2	40408 (9)	.1/13	*
509	Elgin	55000	1	1				41770	3	2	43010	6	2
510	Thornton	60000	10	1				37405	5	2	42274	0	2
511	Rock Valley	56000	14	1				38820	9	3	43592	12	2
512	Harper	75000	6	1				55320	2	2	57500	5	2
513	Illinois Valley	70200	9	1				50300	10	2	47600	6	2
514	Illinois Central	60700	7.7	1				46620	4	2	48120	4	2
515	Prairie State	62215	8	1				50415	8	2	47347	3	2
516	Waubonsee	57000	2	1				49750	6	2	47250 (2)	1	2
517	Lake Land	56000	11	1									
518	Carl Sandburg	51000		1				38421	3	2	36660	3	2
519	Highland	50000	3	1				35550	11	2	38250	7	2
520	Kankakee	61663	7	1				42500	3	2	42761	7	2
521	Rend Lake	53033	5	1							41840	5	2
522	Belleville	62515	3	1	54991	1	2	53093	7	2	49465	1	2
523	Kishwaukee	56000	5	1							40000	6	2
524	Moraine Valley	65000	1.5	1				49887	9	2	51335	10	2
525	Joliet	56000	5	1				48500	3	2	48500	1	2
526	Lincoln Land	58000	16	1				40788	2	2	46041	15	2
527	Morton	51500	3	1				43100	3	2	48300	8	2
528	McHenry	50000	4	D.N.R.				38539	3	D.N.R.	44529	4	D.N.R.
529	Illinois Eastern	53000	0	1	40791 (4)	3/14	2	32448	7	2	31223 (4)	2/7	3
530	Logan	55255	2	1				47891	9	2	48164	5	2
531	Shawnee	50290	16	1				30000	4	2	35310	14	2
532	Lake County	62500	5	1				50700	2	2	50700	2	2
533	Southeastern	47000	10	1				33800	14	2	33800	4	2
534	Spoon River	48696	7	1				34028	3	2			
535	Oakton	D.N.A.			D.N.A.			D.N.A.			D.N.A.		
536	Lewis & Clark	52500	.5	1							39720	4	2
537	Richland	47008	3	1							37648	4	2
539	John Wood	50000	8	1				32100	6	2	28000	n	2
601	State Comm. Coll.	47155	7	1				30962	6	2	34125	1	2
	District Averages	$56294			$48523			$42900			$41987		

NOTE: Numbers in parentheses following average salaries are the number of persons in each district in that administrative position. No number means one person serves in that position.

*Administrative Level varies between central office and colleges.
D.N.R. = Data Not Reported
D.N.A. = Data Not Available

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Table 18

SALARIES OF ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1983-84*
(Continued)

Dist. No.	District Name	Bacc./Univ. Parallel Officer			Occupational Career Officer			Student Services Officer			Continuing Education Officer		
		Annual Salary	Years In Position	Admin. Level	Annual Salary	Years In Position	Admin. Level	Annual Salary	Years In Position	Admin. Level	Annual Salary	Years In Position	Admin. Level
501	Kaskaskia	$			$32500	1	2	$35310	3	2	$32905	5	2
502	DuPage	43927 (3)	3/8	3	41691 (2)	2/3	3	42648	5	3	46838	4	3
503	Black Hawk	36156 (2)	2	4	40738	5	4	34196 (2)	1/4	3	43949	14	3
504	Triton	42854	3	3	48126	14	3	48126	3	3	49000	15	3
505	Parkland				45235	16	3	50195	12	2			
506	Sauk Valley							37015	12	2	30386	2	3
507	Danville							39179	1	2	33500	1	2
508	Chicago	33874 (5)	.1/5	*	36830 (2)	3/7	*	32525 (7)	1/10	*	32110 (8)	1/6	*
509	Elgin	39104 (2)	3	3	40892 (2)	3	3	43176	16	2	41770	6	2
510	Thornton				41211	5	3				34932	2	3
511	Rock Valley	37852	6	3	39259	8	3	34695	6	3	37250	5	3
512	Harper							52000	4	2	38400	5	3
513	Illinois Valley				37100	6	3	41100	7	2	34750	4	2
514	Illinois Central	42090	3	3	46860	4	3	44910	8	2	43245	4	3
515	Prairie State	37246 (2)	.5/2	3	36814 (2)	.5/16	3				38922	2	3
516	Waubonsee	40850	1	3	35500	1	3	41750	1	3	46000	7	3
517	Lake Land	37750	9	3	35200	11	3	35100	3	3	35600	5	3
518	Carl Sandburg				34438	4.5	3	36077	4	2	34817	9.5	3
519	Highland							35300	0	3	25000	1	3
520	Kankakee				30778	6	3	32966	7	2	34467	2	3
521	Rend Lake				37224	4	2						
522	Belleville							54406	10	2	48846	7	3
523	Kishwaukee							33400	3	2	29800	4	2
524	Moraine Valley	41866	1	3	36000	0	3	48932	9	2	33000	2	3
525	Joliet	43500	3	3	43500	3	3						
526	Lincoln Land	36668	3	3	34299	3	3	43466	10	2	36462	13	3
527	Morton	31600	9	3	31600	5	3	38500	3	2	30000	3	3
528	McHenry							37747	10	D.N.R.	31284	2	D.N.R.
529	Illinois Eastern							29811 (4)	1/10	3	28811 (2)	2/5	3
530	Logan				43604	14	3	40511	7	3	33282	1	4
531	Shawnee				34240	4	2	34240	11	2	34240	6	2
532	Lake County				33600	4	3	45200	11	3	33400	1	3
533	Southeastern							33800	11	2	23800	8	3
534	Spoon River	33677	4	3	33677	5	3	35509	5	2	22240	4	3
535	Oakton	D.N.A.			D.N.A.			D.N.A.			D.N.A.		
536	Lewis & Clark							39000	8	2	31320	9	3
537	Richland							37648	11	2	35360	10	2
539	John Wood										27400	6.5	2
601	State Comm. Coll.	____			29200	6	3	31901	6	2	32320	12	3
	District Averages	$38119			$37871			$37654			$34395		

*Administrative Level varies between central office and colleges.
D.N.R. = Data Not Reported
D.N.A. = Data Not Available

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Table 18

SALARIES OF ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1983-84*
(Continued)

Dist. No.	District Name	Director of Data Processing			Director of Research/Planning			Admissions/Records Officer			Director of Counseling		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$31540	6	3	$30150	6	3	$31310	4	3	$24060	3	3
502	DuPage	42327	3	3	38661	1	4	42879	14	4	41654	4	4
503	Black Hawk	34040	1	3	19731	2	4	36749	16	4	34454	8	4
504	Triton	40286	5	4	31500	3	4	29349	2	4	24675	2	4
505	Parkland	35000	1	3	37954	12	3	26640	5	3	36815	5	3
506	Sauk Valley	31898	12	2	30443	2	2	29889	2	3			
507	Danville	22494	4	3				28778	5	3			
508	Chicago	32688 (2)	1/7	*	36060 (2)	.1/7	*	31965 (8)	1/16	*	32529	1	4
509	Elgin	36449	1	3	39757	6	2	31801	3	3	34104	3	3
510	Thornton	36188	3	3	24600	1	3	40082	11	2	36500	0	3
511	Rock Valley	34602	8	4				31181	5	4			
512	Harper	42500	3	3	39750	12	2	38750	4	3	38500	1	3
513	Illinois Valley	41900	5	2				28400	5	3			
514	Illinois Central	33210	6	4	41910	4	2						
515	Prairie State	37871	2	3	28957	3	3				31601	1	3
516	Waubonsee	36650	5	3	45250	6	4						
517	Lake Land	33150	16	4									
518	Carl Sandburg	31080	7.5	3				25787	4	3			
519	Highland	27600	5	3				23000	0	3			
520	Kankakee				30129	2	2	28377	2	3	29744	7	3
521	Rend Lake							21824	3	3	25900	0	3
522	Belleville	33247	6	3				34185	3	3			
523	Kishwaukee	35300	4	2				25400	2	3			
524	Moraine Valley	36489	3	3	35000	5	3	30409	5	4	42299	0	3
525	Joliet	43100	3	3	35000	1	2	39000	1	3			
526	Lincoln Land							33218	3	3	35278	15	3
527	Morton	34000	5	3	30000	2	3	33300	9	3			
528	McHenry	31817	5	D.N.R.				26286	3	D.N.R.			
529	Illinois Eastern				32448	15	2	19398 (4)	4/6	3			
530	Logan	23003	2	4									
531	Shawnee												
532	Lake County	40600	9	3				40600	11	4	32700	1	4
533	Southeastern										20550	6	4
534	Spoon River	29427	5	3	26000	6	3						
535	Oakton	D.N.A.			D.N.A.			D.N.A.			D.N.A.		
536	Lewis & Clark	33420	12	3				23700	1	3	30660	3	3
537	Richland				34528	9	3	21500	2	4			
539	John Wood	27000	4	2				18408	4	3	25376	8	3
601	State Comm. Coll.	18400	2	3				20960	6	3			
District Averages		$33749			$33518			$29377			$32078		

*Administrative Level varies between central office and colleges.
D.N.R. = Data Not Reported
D.N.A. = Data Not Available

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Illinois Community College Board

Table 18

SALARIES OF ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1983-84*
(Continued)

Dist. No.	District Name	Director of Financial Aid			Director of Job Placement			Director of Student Activities			Director of Library/LRC		
		Annual Salary	Years In Position	Admin. Level	Annual Salary	Years In Position	Admin. Level	Annual Salary	Years In Position	Admin. Level	Annual Salary	Years In Position	Admin. Level
501	Kaskaskia	$			$			$26885	2	4	$20550	2	3
502	DuPage	34487	3	4				39117	16	5	46483	16	3
503	Black Hawk	28891 (2)	3/15	4				29870	4	4	29820 (2)	2/15	4
504	Triton	27192	2	4				31043	3	4	39842	4	4
505	Parkland	34422	13	4	37289	15	4	44959	16	3	42837	14	3
506	Sauk Valley	3[illegible]73	13	3									
507	Danville	3[illegible]84	13	3							31968	2	3
508	Chicago	30635 (8)	1/14	*				23955 (5)	2/10	*	20496 (7)	1/7	*
509	Elgin	32019	9	3				25000	0	3	35373	7	3
510	Thornton	29213	0	4							29725	0	4
511	Rock Valley	27222	3	4				28330	14	4	35220	14	4
512	Harper				36135	1	4	30100	7	3	35100	.5	4
513	Illinois Valley	24350	5	3							34200	13	3
514	Illinois Central										41280	11	4
515	Prairie State	29258	5	3				21600	.5	4	39102	16	3
516	Waubonsee										32880	3	3
517	Lake Land												
518	Carl Sandburg	19433	4.5	4							33725	15	3
519	Highland	23400	0	3							22200	2	3
520	[illegible]kaken	26690	10	3				16201	4	3	29682	4	3
521	Rend Lake	23340	3	3	26976	2	3				31972	4	3
522	Belleville	27428	1	3				26760	1	4	43822	14	2
523	Kishwaukee	24000	3	3							19884	10	4
524	Moraine Valley	34102	5	4	26397	2	4	18360	1	4	37400	1	3
525	Joliet	24000	1	4				33600	14	4			
526	Lincoln Land	21424	2	4				26471	6	4			
527	Morton										33420	9	3
528	McHenry	27698	6	D.N.R.				13000	0	D.N.R.	31460	4	D.N.R.
529	Illinois Eastern	18103 (4)	1/3	3							23627 (3)	2/12	4
530	Logan	33951	5	4	30575	2	4	33282	10	4	42836	12	3
531	Shawnee												
532	Lake County	30300	2	4				40600	14	4	40600	12	3
533	Southeastern	15940	4	4							24050	19	4
534	Spoon River							30529	10	3	29145	11	3
535	Oakton	D.N.A.			D.N.A.			D.N.A.			D.N.A.		
536	Lewis & Clark	31320	12	3	22920	6	3	29820	3	3	34172	12	3
537	Richland										31099	2	4
539	John Wood	18824	2	3									
601	State Comm. Coll.	26400	4	3	24567	7	3	22587	4	3	27060	10	3
District Averages		$27796			$29266			$27516			$30517		

*Administrative Level varies between central office and colleges.
D.N.R. = Data Not Reported
D.N.A. = Data Not Available

Illinois Community College Board

Table 18

SALARIES OF ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1983-84*
(Continued)

Dist. No.	District Name	Development/Grants Officer			Public Relations Officer			Director of Personnel			Business Services Officer		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$			$18020	2	2	$			$		
502	DuPage	45063	5	4	29338	1	4	40789	3	4	43869	4	4
503	Black Hawk				23690 (2)	5	3	36426	10	3	33141 (2)	5/12	3
504	Triton	42017	2	4	29170	2	4	26323	3	4	38756	9	4
505	Parkland				29500	11	3	39500	8	3			
506	Sauk Valley				30984	16	2						
507	Danville							24706	8	2			
508	Chicago	32250 (3)	2/5	*	32604 (2)	2/16	*	50000	5	2	32613 (10)	.2/17	*
509	Elgin				29000	12	3				32143	10	3
510	Thornton	23500	0	4	26287	5	2	32084	11	4			
511	Rock Valley				27762	7	4						
512	Harper	49500	13	3	40635	8	2	38305	1	3	42295	.5	3
513	Illinois Valley				35075	14	2						
514	Illinois Central				27180	2	4	38250	6	4			
515	Prairie State				32308	5	3				32324	7	3
516	Waubonsee				25550	5	4	37800	5	4			
517	Lake Land				21850	5	4				42000	1	3
518	Carl Sandburg				19433	3	4						
519	Highland				14000	1	4				17000	6	4
520	Kankakee				17120	4	2						
521	Rend Lake				22810	5	2						
522	Belleville	29723	11	4	24430	3	4	43730	9	2			
523	Kishwaukee	27000	1	3	20000	1	3				25500	3	2
524	Moraine Valley	46000	1	2				35000	1	3			
525	Joliet				30100	6	2	28000	1	3	30500	3	3
526	Lincoln Land				34763	4	4	29355	9	4	25750	2	4
527	Morton				35000	9	3	27100	6	3			
528	McHenry				23678	9	D.N.R.	24857	5	D.N.R.			
529	Illinois Eastern	26598 (4)	2/3	2/3									
530	Logan	34663	9	4	29677	10	4						
531	Shawnee												
532	Lake County	48300	1	2	27600	3	2	30300	2	3	39200	2	3
533	Southeastern												
534	Spoon River												
535	Oakton	D.N.A.			D.N.A.			D.N.A.			D.N.A.		
536	Lewis & Clark	38880	8	2				40740	7	2			
537	Richland				30564	3	3				37128	2	2
539	John Wood												
601	State Comm. Coll.	____			____			27200	13	3	____		
District Averages		$34576			$27239			$34235			$33287		

*Administrative Level varies between central office and colleges.
D.N.R. = Data Not Reported
D.N.A. = Data Not Available

Illinois Community College Board

Table 18

SALARIES OF ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1983-84*
(Continued)

Dist. No.	District Name	Physical Facil./Grounds Officer			Adult Basic/Secondary Educ.			Director of Athletics			Controller		
		Annual Salary	Years In Position	Admin. Level	Annual Salary	Years In Position	Admin. Level	Annual Salary	Years In Position	Admin. Level	Annual Salary	Years In Position	Admin. Level
501	Kaskaskia	$20500	7	3	$			$			$		
502	DuPage	34754	0	4	42549	4	4	43209	4	4			
503	Black Hawk	34880	15	3	29275 (4)	1/11	4	29854 (2)	3/9	4			
504	Triton				24034	1	4	29880	2	4	37296	2	4
505	Parkland	37605	14	3									
506	Sauk Valley	27520	11	3									
507	Danville	25993	9	3	27241	4	3				25207	4	3
508	Chicago	55804	17	2							41833	17	3
509	Elgin	29528 (2)	3	3	24724	2	3	27938	3	3			
510	Thornton	32203	2	4	40082	6	4	28402	1	4			
511	Rock Valley	31577	17	4	25968	5	4				24525	6	4
512	Harper	42430	.5	3				42750	16	3	39785	16	3
513	Illinois Valley	28755	3	3									
514	Illinois Central	36330	4	4							37155	5	4
515	Prairie State	34324	7	3									
516	Waubonsee	30850	10	3	30000	7	4				24000	5	4
517	Lake Land				22025	3	4						
518	Carl Sandburg	28305	5	3							19834	9	4
519	Highland	29000	3	3				24000	3	4			
520	Kankakee	28159	6	3	19169 (2)	3/5	4	30191	10	3	19260	2	3
521	Rend Lake	27495	.5	3	27877	5	3	33422	2	3	28648	2	3
522	Belleville	37424	13	3				24817	4	4	26939	12	4
523	Kishwaukee	24400	6	2									
524	Moraine Valley	37800	8	3	26373	3	4	18000	1	3			
525	Joliet	32500	0	3	28100	0	4				30500	4	3
526	Lincoln Land												
527	Morton	34300	1	3									
528	McHenry	21467	4	D.N.R.									
529	Illinois Eastern	21195 (3)	0/5	3/4									
530	Logan	25969	11	4	26697	1	4				34411	3	3
531	Shawnee												
532	Lake County	36500	14	3				38400	3	4			
533	Southeastern												
534	Spoon River												
535	Oakton	D.N.A.			D.N.A.			D.N.A.			D.N.A.		
536	Lewis & Clark	33060	3	3									
537	Richland												
539	John Wood										21000	0	3
601	State Comm. Coll.	23680	8	3							30400	6	3
District Averages		$30795			$28349			$30824			$29386		

*Administrative Level varies between central office and colleges.
D.N.R. = Data Not Reported
D.N.A. = Data Not Available

SUMMARY OF FISCAL YEAR 1984 MONTHLY CLASSIFIED STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 19 on Page 27 summarizes Illinois community college earnings for specific classified staff. The number of employees in Column 1 is the sum total of all employees for the respective position titles which were reported by Illinois community colleges. The average Fiscal Year 1984 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Table 20 on Page 28 shows a comparison of monthly mean salaries of comparable university civil service positions and classified community college positions. Overall, community college classified staff salaries are 3.1 percent lower than classified salaries at universities. However, many variables, such as tenure in the positions and exact job responsibilities, are unknown, which makes valid comparisons difficult.

Illinois Community College Board

Table 19

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1984

Title	Number of Employees	Low Salary	Average Salary	High Salary
Accountant I	48	$ 999	$1,616	$1,817
Accountant II	25	757	1,476	2,206
Accountant Clerk I	66	702	1,111	1,754
Accountant Clerk II	72	771	1,015	1,330
Admissions/Records Clerk	144	732	954	1,452
Admissions/Records Supervisor or Tech.	45	841	1,494	2,139
Audio-visual Services Manager	30	787	1,561	2,783
Bookstore Manager	35	722	1,412	2,410
Clerk Typist	489	624	1,197	1,435
Computer Operator I (Junior)	23	720	1,103	1,572
Computer Operator II (Senior)	26	722	1,241	1,613
Computer Programmer I (Junior)	19	828	1,219	1,675
Computer Programmer II (Senior)	31	1,010	1,522	1,945
Computer Systems Analyst	20	945	1,958	2,727
Custodian	427	647	1,225	1,489
Custodian Supervisor	41	871	1,519	2,155
Keypunch Operator/Data Entry Clerk	70	594	1,262	1,937
Library Clerk	125	596	1,160	1,765
Purchasing Clerk	26	726	1,106	1,671
Purchasing Supervisor	24	791	1,641	2,320
Receptionist/Switchboard Operator	56	624	1,009	1,405
Secretary-General	442	539	976	1,937
Secretary-Administrative	267	667	1,149	2,139
Secretary-Executive	72	1,000	1,460	2,360
Security Officer/Guard	78	816	1,253	1,714
Security Supervisor	19	995	1,684	2,349
Shipping/Recording Clerk	31	693	1,118	1,744

Illinois Community College Board

Table 20

COMPARISON OF MONTHLY FISCAL YEAR 1984 SALARIES OF CLASSIFIED PERSONNEL AT ILLINOIS PUBLIC COMMUNITY COLLEGES WITH UNIVERSITY CIVIL SERVICE SALARIES

Title	University Civil Service Monthly Mean Salary	Community College Monthly Mean Salary	Difference in Mean Salaries	Percent Difference in Mean Salaries
Accountant I	$1,446	$1,616	$ 170	11.8%
Accountant II	1,773	1,476	-297	-16.8
Accountant Clerk I	790	1,111	321	40.6
Accountant Clerk II	936	1,015	79	8.4
Admissions/Records Officer I	1,111	954	-157	-14.1
Admissions/Records Officer III	1,698	1,494	-204	-12.0
Audio-visual Service Manager	1,981	1,561	-420	-21.2
Bookstore Manager	1,982	1,412	-570	-28.8
Clerk Typist I	745	1,197	452	-60.7
Digital Computer Operator I	950	1,103	153	16.1
Digital Computer Operator II	1,121	1,241	120	10.7
Computer Programmer I	1,118	1,219	101	9.0
Computer Programmer II	1,489	1,522	33	2.2
Computer/Data Processing Analyst I	1,807	1,958	151	8.4
Custodian/Building Service Worker	1,215	1,225	10	0.8
Custodian Supervisor	1,786	1,519	-267	-14.9
Keypunch Operator/Data Entry Oper. I	810	1,262	452	55.8
Library Clerk I	852	1,160	308	36.2
Purchasing Clerk/Purchasing Asst. I	1,353	1,106	-247	-18.3
Purchasing Supv./Purchasing Agent	2,247	1,641	-606	-27.0
Receptionist/Switchboard Operator	1,019	1,009	-10	-1.0
Secretary-General	1,192	976	-216	-18.1
Secretary-Administrative	1,540	1,149	-391	-24.4
Secretary-Executive	1,814	1,460	-354	-19.5
Security Officer/Guard	1,043	1,253	210	20.1
Security Supervisor	1,619	1,684	65	4.0
Shipping/Receiving Clerk	1,006	1,118	112	11.1
Weighted Average Salaries	$1,225	$1,187	$ -38	-3.1%

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 21 below summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in Fiscal Year 1983.

Table 22 on Page 30 shows the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 23 on Page 31 shows the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and civil service or classified staff.

The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, workmen's compensation, and unemployment insurance.

Table 21

SUMMARY OF AVERAGE FISCAL YEAR 1983 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Fringe Benefits		
	Low	Average	High
Teaching Faculty	$181	$3,038	$7,468
Administrative	$195	$2,601	$7,045
Other Professional	$181	$1,448	$2,480
Classified	$200	$1,297	$2,414

Illinois Community College Board

Table 22

FRINGE BENEFITS PAID FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1983

Dist. No.	District/ Campus Name	Health Insurance	Health Insurance for Family Dependents	Dental Insurance	Life Insurance	Employees SURS Contrib. Paid by College	Free or Partial Tuition for Family	Sabbatical Leave With Pay	Workmen's Compensation	Unemployment Insurance	Social Security	Disability	Other
501	Waukegan	x	x		x		x	x	x	x			
502	DuPage	x	x	x	x		x	x	x	x			x
503	Black Hawk	x	x		x		x	x	x	x		x	x
504	Triton	x	x	x	x		x	x	x			x	
505	Parkland	x	x	x	x			x	x	x		x	x
506	Sauk Valley	x	x		x		x		x	x			x
507	Danville	x			x				x	x		x	x
508	Chicago	x	x	x	x	x		x	x	x			x
509	Elgin	x	x	x	x		x	x	x	x			
510	Thornton	x		x	x		x	x	x	x			x
511	Rock Valley	x	x	x	x		x	x	x	x			x
512	Harper	x	x	x	x		x	x	x	x		x	x
513	Illinois Valley	x	x		x			x	x	x			
514	Illinois Central	x	x	x	x		x	x	x	x		x	
515	Prairie State	x	x		x	x	x	x	x	x		x	x
516	Waubonsee	x	x	x	x		x	x	x	x		x	x
517	Lake Land	x	x	x	x		x	x	x	x			
518	Carl Sandburg	x		x	x		x	x	x	x			
519	Highland	x	x		x		x	x	x	x		x	x
520	Kankakee	x			x		x	x	x	x			x
521	Rend Lake	x		x	x		x	x	x	x			
522	Belleville	x	x		x		x	x	x	x		x	
523	Kishwaukee	x	x		x		x		x	x			x
524	Moraine Valley	x	x		x		x	x	x	x		x	x
525	Joliet	x	x	x	x		x	x	x	x			x
526	Lincoln Land	x		x	x		x	x	x	x			x
527	Morton	x			x				x	x			x
528	McHenry	x	x		x		x	x	x	x			
529	Illinois Eastern	x					x	x					
530	Logan	x	x		x		x	x	x	x			x
531	Shawnee								x	x			x
532	Lake County						x	x	x				x
533	Southeastern	x	x		x	x		x	x	x			x
534	Spoon River	x	x	x	x	x	x	x	x	x			x
535	Oakton												
536	Lewis & Clark	x			x		x	x	x	x		x	
537	Richland	x	x	x	x		x	x	x	x			
539	John Wood	x	x		x			x	x	x		x	x
601	State Comm.Coll.	x			x			x					x

Illinois Community College Board

Table 23

FISCAL YEAR 1983 ANNUAL COST OF FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Teaching Faculty			Administrative Staff			Other Professional Staff			Civil Service or Classified Staff		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
501	Kaskaskia	62	$ 83170	$1341	19	$ 29389	$1547	6	$ 4972	$ 829	40	$ 50935	$1273
502	DuPage	205	410369	2002	23	44301	1926	51	97929	1920	272	544438	2002
503	Black Hawk	159	440623	2771	45	137755	3061	25	48771	1951	159	196723	1237
504	Triton	213	399375	1875	38	68514	1803	13	22113	1701	313	436513	1401
505	Parkland	163	253277	1554	26	45569	1753	43	59763	1299	91	100064	1100
506	Sauk Valley	58	139239	2401	16	43501	2719	6	14155	2359	53	104045	1963
507	Danville	64	56896	889	20	18800	940	8	7040	880	63	52542	834
508	Chicago	1169	8730092	7468	188	1324614	7045	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.
509	Elgin	91	133064	1462	28	40943	1462	9	13160	1462	78	114055	1462
510	Thornton	122	140300	1150	26	29900	1150	11	12650	1150	90	103500	1150
511	Rock Valley	127	348196	2742	17	37120	2183	14	38797	2414	106	255894	2414
512	Harper	178	258979	1455	30	56932	1898	23	31503	1370	345	375862	1089
513	Illinois Valley	83	103199	1243	13	31063	2389	15	23972	1598	61	68191	1118
514	Illinois Central	200	369570	1848	44	84776	1927	46	69184	1504	163	245152	1504
515	Prairie State	104	155376	1494	20	29880	1494	6	8964	1494	80	119520	1494
516	Waubonsee	71	101860	1435	24	38396	1600	5	7577	1515	62	78372	1264
517	Lake Land	95	155800	1640	11	18040	1640	13	21320	1640	73	119720	1640
518	Carl Sandburg	53	53646	1012	13	13158	1012	12	12146	1012	48	48585	1012
519	Highland	48	56002	1161	14	15494	1107	12	13705	1142	46	52285	1137
520	Kankakee	50	D.N.A.	D.N.A.	30	D.N.A.	D.N.A.	12	D.N.A.	D.N.A.	60	D.N.A.	D.N.A.
521	Rend Lake	64	43213	675	15	10186	680	13	8701	670	43	17100	630
522	Belleville	115	126838	1103	32	35218	1101	9	9908	1101	85	74125	872
523	Kishwaukee	68	57975	853	11	10331	939	12	9264	772	55	41669	757
524	Moraine Valley	163	339230	2081	39	85144	2183	59	104066	1764	123	125750	1021
525	Joliet	154	372509	2419	30	68195	2273	16	28208	1763	159	339566	2136
526	Lincoln Land	143	134281	939	21	20025	954	22	19368	880	93	79446	854
527	Morton	60	144000	2400	14	21700	1550	4	6300	1550	79	122450	1550
528	McHenry	52	89267	1716	19	35240	1854	15	23995	1599	42	71912	1712
529	Illinois Eastern	127	66324	522	47	24545	522	23	12012	522	85	44390	522
530	Logan	54	83891	1554	18	25991	1444	11	13722	1248	43	50022	1163
531	Shawnee	29	5243	181	6	1172	195	10	1813	181	14	2812	200
532	Lake County	150	248400	1656	37	67901	1835	20	49605	2480	173	200835	1161
533	Southeastern	59	133749	2267	11	34005	3091	6	10147	1691	33	22817	691
534	Spoon River	38	67431	1775	14	26431	1888	12	21225	1769	37	36717	992
535	Oakton	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.	D.N.A.
536	Lewis & Clark	85	113985	1341	23	31556	1372	18	23814	1323	108	136188	1261
537	Richland	50	79403	1588	14	20898	1493	5	6503	1301	35	28516	815
539	John Wood	21	27515	1310	12	14326	1194	7	5958	851	25	19147	766
601	State Comm. Coll.	46	39214	852	11	9791	890	8	6741	843	57	47981	842
District Totals/Averages		4793	$14561501	$3038	1019	$2650800	$2601	600	$869071	$1448	3492	$4529839	$1297

D.N.A. = Data Not Available

FISCAL YEAR 1984 MEAN PERCENTAGE SALARY INCREASES FOR CONTINUING FACULTY, OTHER PROFESSIONAL STAFF, ADMINISTRATIVE STAFF AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 24 below shows a state summary of Fiscal Year 1984 weighted average percentage salary increases of continuing full-time faculty, other professional staff, administrative staff, and classified staff. Continuing faculty and staff are those who were employed in the fall of 1982 and were still employed in the fall of 1983. New staff and staff who have retired or resigned are not included.

The mean percentage salary increases for each group at each college are shown in Table 25 on Page 33.

Table 24

FISCAL YEAR 1984 MEAN PERCENTAGE SALARY INCREASES FOR CONTINUING ADMINISTRATIVE, OTHER PROFESSIONAL, FULL-TIME TEACHING FACULTY, AND CLASSIFIED STAFF

	Weighted Mean Percentage Salary Increases		
	Low	Average	High
Administrative	0%	5.2%	9.7%
Other Professional	0%	6.5%	9.7%
Teaching Faculty	0%	6.1%	9.2%
Classified	0%	7.0%	25.0%

ERIC Clearinghouse for Junior Colleges
8118 Math-Sciences Building
University of California
Los Angeles, California 90024
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Table 25

FISCAL YEAR 1984 WEIGHTED MEAN PERCENTAGE SALARY INCREASES FOR CONTINUING ADMINISTRATIVE STAFF, FACULTY, OTHER PROFESSIONAL STAFF, AND CLASSIFIED STAFF

Dist. No.	District Name	Administrative Staff	Other Professional Staff	Faculty	Classified Staff
501	Kaskaskia	4.5%	4.0%	4.8%	6.5%
502	DuPage	6.9	6.8	6.9	D.N.A.
503	Black Hawk	4.5	3.7	4.0	5.2
504	Triton	4.9	8.3	7.6	4.5
505	Parkland	9.7	9.7	9.0	9.4
506	Sauk Valley	2.5	3.2	3.0	2.5
507	Danville	0.0	0.0	0.0	0.0
508	Chicago	5.9	7.9	8.9	9.2
509	Elgin	4.2	8.7	4.5	6.7
510	Thornton	-2.2	1.2	2.0	4.2
511	Rock Valley	6.1	7.0	6.2	9.3
512	Harper	7.9	7.7	7.8	7.9
513	Illinois Valley	4.4	5.8	4.8	4.9
514	Illinois Central	0.4	0.0	0.2	0.2
515	Prairie State	8.9	9.3	8.9	7.2
516	Waubonsee	6.4	3.8	4.3	5.8
517	Lake Land	3.9	4.6	4.7	5.0
518	Carl Sandburg	7.2	6.9	6.8	5.4
519	Highland	0.0	0.7	1.4	0.0
520	Kankakee	4.3	5.0	5.0	5.0
521	Rend Lake	5.8	5.5	5.7	5.9
522	Belleville	2.2	5.7	1.0	7.0
523	Kishwaukee	5.5	5.6	5.7	5.5
524	Moraine Valley	7.1	9.3	8.0	8.0
525	Joliet	9.7	7.0	7.4	9.0
526	Lincoln Land	3.0	3.0	3.6	3.0
527	Morton	D.N.R.	D.N.R.	D.N.R.	D.N.R.
528	McHenry	4.0	5.1	4.0	3.8
529	Illinois Eastern	1.7	3.6	1.6	8.9
530	Logan	7.5	7.8	8.0	8.7
531	Shawnee	8.3	7.2	8.5	7.6
532	Lake County	4.6	6.0	5.5	6.0
533	Southeastern	0.0	0.0	0.0	0.0
534	Spoon River	5.3	4.0	3.3	0.0
535	Oakton	D.N.A.	D.N.A.	D.N.A.	D.N.A.
536	Lewis & Clark	9.0	7.8	9.2	8.7
537	Richland	4.8	3.5	4.5	6.4
539	John Wood	8.3	5.1	5.3	7.2
601	State Comm. Coll.	0.0	0.0	0.0	1.6
State Averages		5.2%	6.5%	6.1%	7.0%

D.N.A. = Data Not Available
D.N.R. = Data Not Reported